

**City of Carlsbad
Employee Benefits**

MANAGEMENT EMPLOYEES



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Employees who purchase medical insurance are required to purchase dental. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

Under the CalPERS program the City provides the 3% at 60 retirement formula. On behalf of the employee, the City contributes 7% of the employee's earnings, and the employee contributes 1% on a pre-tax basis.

Life Insurance

The City provides each employee with life insurance equivalent to two times annual base salary. Employees may purchase additional life insurance equivalent to two times the base amount.

Accidental Death and Dismemberment

This is a voluntary program available to any employee who chooses to participate. The City will pay 1/3 of the cost and employee pays 2/3 of premium.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Holidays

The City observes 11 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.

Executive Leave

All management personnel shall receive 56 hours of executive leave time per fiscal year.